

MEMO

810 Mission Avenue
Oceanside, CA 92054

www.GoNCTD.com

Date: January 19, 2022

To: SPRINTER and COASTER Train Operations and Maintenance of Equipment Personnel

From: Matthew O. Tucker, Executive Director 

Re: Transition of Rail Operations and Maintenance of Equipment to NCTD

As many of you are aware, the North County Transit District (NCTD) Board of Directors at its April 2021 meeting approved the insourcing of rail operations and maintenance of equipment effective summer of 2022 in order to improve the overall efficiency of services. NCTD will assume responsibility for operations and maintenance from Bombardier Transportation/Alstom as of June 26, 2022.

I am sure that for many of you, the most important question about this transition to NCTD is what it means for you in terms of your employment, compensation, and benefits. I want to assure you that we understand the importance of timely and effective communication relative to your current and potential future employment.

The table below contains information related to the job classifications and the number of personnel that NCTD intends to hire within the coming months.

Job Classification	Number of Positions to be Hired	Union Status
Supervisor of Operations, COASTER	3	Non-represented
Manager, Maintenance of Equipment, COASTER	1	Non-represented
Supervisor, Maintenance of Equipment, COASTER	3	Non-represented
Locomotive Engineer, COASTER	16	SMART Union
Conductor, COASTER	16	SMART Union
Technician, COASTER	17	Carpenters Union
Supervisor of Operations, SPRINTER	2	Non-represented
Supervisor, Maintenance of Equipment, SPRINTER	3	Non-represented
Operator, SPRINTER	20	SMART Union
Train Attendant, SPRINTER	26	SMART Union
Lead Technician, SPRINTER	2	Teamsters Union
Technician, SPRINTER	7	Teamsters Union

In filling these positions, NCTD is:

- Providing a hiring priority to contractor employees currently performing SPRINTER and COASTER work for employment directly by NCTD in a comparable job classification (by order of seniority for represented positions), subject to the employee meeting NCTD hiring requirements.
- Making a written offer of employment to each employee, with a minimum acceptance period of at least ten (10) days, subject to the employee meeting NCTD hiring requirements.

To facilitate the application process for current contractor employees, NCTD has posted notices at both the COASTER Stuart Mesa and SPRINTER Operations and Maintenance facilities. The notices contain specific application instructions, as well as details on Open Houses that will be conducted at the two locations. Information about the hiring process and timeline, along with instructions on how to apply can be found at: gonctd.com/Rail.

The completion and submittal of an application is required so that NCTD can appropriately complete its hiring in a timely manner and comply with regulatory requirements to include conducting background checks, determine the actual number of current contractor employees who will be transitioning to direct employment with NCTD, and begin the process of setting employees up within NCTD payroll and administrative processes. Wage rates, benefits, and other terms and conditions are currently under negotiations with the respective unions.

We hope that the foregoing information is helpful to you and we encourage you to participate in the Open House to be conducted and to stay tuned for further information from Bombardier. Many thanks for your ongoing contributions to NCTD's operations and your support for a smooth transition. For questions regarding the upcoming hiring process please contact Cristina Ballesteros, Human Resources Director, at (760) 966-6684.

UNIFIED PROTECTIVE ARRANGEMENT NOTICE

Pursuant to section 19 of the Unified Protective Arrangement, the following serves as continuing notice that North County Transit District (NCTD) receives federal assistance under the Federal Transit Act and has agreed to comply with the provisions of 49 U.S.C. 5333(b) (commonly known as section 13(c) labor protection). The specific 13(c) terms and conditions applicable to NCTD are those contained in the U.S. Department of Labor's Unified Protective Arrangement. A copy is attached to this notice. The Unified Protective Arrangement can also be accessed on the U.S. Department of Labor's website at:

[https://www.dol.gov/olms/regs/compliance/transit/6 UPA-05-12-17.html](https://www.dol.gov/olms/regs/compliance/transit/6_UPA-05-12-17.html).

The posting of this notice does not constitute an admission by NCTD that there is an entitlement to section 13(c) protection in any particular circumstance. Questions regarding this notice can be directed to:

Cristina Ballesteros, Human Resources Director
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(760)966-6684